Ireland Gender Pay Gap Report 2026

New Relic International Limited
Reporting period: 1 July 2025 to 30 June 2026
Snapshot date: 30 June 2026

This report sets out New Relic International Limited’s gender pay gap information under the Gender Pay Gap Information Act 2021. It includes:

- Our statement on the gender pay gap and the actions we are taking
- Hourly pay gap, bonus and benefits-in-kind figures
- How women and men are distributed across our pay quartiles



©2026 New Relic International Limited. All rights reserved.

Ireland Gender Pay Gap Report 2026

New Relic International Limited

New Relic International Limited (the "Company") is a global leader in observability, delivering a unified platform that helps engineers and enterprise teams monitor, debug, and optimize their entire software stack. We are deeply committed to fostering an equitable, diverse, and inclusive workforce everywhere we do business, and to paying our employees fairly.

Under legislation that came into force in 2022 (the Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022), covered employers in Ireland are required to publish their gender pay and participation gaps.

Our Ireland Gender Pay Gap Report is based on information as of the snapshot date of 30 June 2026, covering the 12-month relevant period of 1 July 2025 to 30 June 2026.

Executive Summary: Committing to Progress

Building on the commitments outlined in our 2025 inaugural report, we are pleased to announce significant, measurable progress in reducing our gender pay gaps over the past year. Most notably, we have more than halved our median hourly pay gap and successfully increased female representation in our highest-paying senior tiers.

While we have made strong strides, we recognize that closing the gender pay gap is a continuous journey. Our remaining pay gaps exist not because of unequal pay for equal work, but because we employ a higher proportion of men in senior commercial and technical roles in Ireland which carry higher market rates of pay.

Our hourly pay, bonus, and benefits participation metrics are outlined below, followed by an in-depth analysis of the underlying drivers and the concrete actions we are taking to continue our progress.

1. Hourly Gender Pay Gap & Representation

Our hourly pay gap figures represent ordinary pay and allowances across all relevant employees as of our 30 June 2026 snapshot date:

Employee Category	2025 Published Metrics	2026 Current Metrics	Year-over-Year Shift
Mean Hourly Pay Gap (Average)	6.80%	-12.22%	19.02 point shift (Favors Women)
Median Hourly Pay Gap (Midpoint)	5.80%	2.56%	3.24 point reduction (closer to zero)
Part-time Employees	N/A	N/A	N/A (No Part-time Headcount)
Temporary Employees	N/A	N/A	N/A (No comparison possible)

Note: As confirmed via HR records, New Relic had 0 active part-time employees in Ireland during the reporting period. We employed 1 temporary/fixed-term employee; as such, there is no cross-gender comparison available for temporary staff.

Distribution by Pay Quartiles

To understand how gender representation influences our hourly pay gaps, our workforce is divided into four equal quartiles (each representing 25% of the employee population ranked from lowest to highest hourly earner):

Pay Quartile	Female Representation (2025)	Female Representation (2026)	Year-over-Year Shift
Upper Quartile (Highest Paid 25%)	33.30%	39.29%	+5.99 points (Increased Diversity)
Upper-Middle Quartile	28.60%	31.03%	+2.43 points (Increased Diversity)
Lower-Middle Quartile	52.40%	46.43%	-5.97 points
Lower Quartile (Lowest Paid 25%)	28.60%	27.59%	-1.01 points

Why These Gaps Exist: Hourly Pay Dynamics

The Median Hourly Gap Progress (halved from 5.80% to 2.56%): This substantial improvement is a direct result of our focused hiring and development efforts, which successfully increased female representation in our highest-paying Upper Quartile by nearly 6 percentage points (rising from 33.30% to 39.29%). The remaining 2.56% median gap exists because a significant portion of our Dublin office consists of Enterprise Sales, Solutions Engineering, and Technical Architecture roles—functions that command higher market compensation benchmarks and currently skew male.

The Mean Hourly Gap Shift (-12.22%): When evaluating the broader average across the entire organization, women earn an average of 12.22% more per hour than men. This is driven by strong female representation in key senior management, operations, and specialized director-level positions relative to our total female employee footprint in Ireland, which elevates the overall female hourly average.

2. Bonus & Benefits-in-Kind (BIK) Gaps

Under the Irish reporting regulations, "Bonus" encompasses all variable compensation paid during the 12-month period, including annual incentive bonuses, sales commissions, spot performance awards, and cash equity allowances:

Metric	2025 Published Metrics	2026 Current Metrics	Year-over-Year Shift
Mean Bonus Pay Gap (Average)	24.00%	30.03%	6.03 point increase (Favors Men)
Median Bonus Pay Gap (Midpoint)	2.70%	2.54%	0.16 point reduction (Favors Men)

Participation Rates in Variable Pay & Benefits

Metric	Female Employees (%)	Male Employees (%)
Received a Bonus / Commission	97.56%	94.52%
Received Benefits-in-Kind (BIK)	92.68%	84.93%

Why These Gaps Exist: Variable Compensation Dynamics

Broad, Equitable Participation: A higher percentage of our female employees in Ireland received a bonus (97.56%) and Benefits-in-Kind (92.68%) than male employees (94.52% and 84.93%, respectively). This confirms that access to performance bonuses and core company benefits is highly equitable and inclusive across all employee groups.

The 30.03% Mean Bonus Disparity (Outlier Impact): The primary driver of our 30.03% average bonus gap is variable compensation paid at the senior executive and enterprise sales leadership level. Because commission-eligible enterprise sales and executive roles in Ireland currently have higher male representation, a small number of high-value variable payouts (including sales commissions, performance incentives, and cash equity allowances) heavily skew the male arithmetic average. By contrast, our median bonus gap remained low and stable (decreasing slightly from 2.70% to 2.54%), demonstrating that bonus structures for the typical employee remain highly equitable.

3. Our Plan of Action to Address and Reduce the Gaps

Closing the overall gender pay gap is different than ensuring equal pay for equal work. It involves the challenge of making sure that men and women are represented at all levels throughout the organization, particularly in senior leadership and commercial roles which tend to carry higher market rates of pay.

To support career progression and diversity, we are actively implementing the following initiatives:

Career Tracks Refresh & Objective Leveling: We are currently rolling out a comprehensive global Career Tracks Refresh project. This initiative establishes standardized, transparent job leveling, career architecture, and clear promotion criteria mapped to objective industry standards (such as Radford). This clarity ensures that all employees—regardless of gender—have visible pathways to senior leadership and high-earning individual contributor tracks, building on the career mapping commitments we made in 2025.

Broadening Our Sourcing Channels: Our recruitment philosophy centers on attracting the highest caliber of talent through inclusive, competitive practices. In partnership with our Global Talent Acquisition team, we utilize multiple sourcing channels to cast a wide net to attract qualified applicants across vast segments of society, ensuring a robust, talented, and global workforce that meets our needs. By continuously diversifying our sourcing channels, we ensure that senior technical and commercial roles in Dublin are visible and accessible to all qualified professionals, organically building a more balanced long-term representation across our pay quartiles.

Investing in Female Talent Development & Community: We are committed to investing in the growth and advancement of women in technology. Through our Inclusion & Belonging (I&B) team, New Relic has partnered with the WomenTech Network, a global platform designed to foster community and professional growth. This partnership provides 50 professional memberships to our employees, offering free access to their annual conference, leadership summits, and continuous learning opportunities to support career progression. This is complemented by the grassroots efforts of our Women @ New Relic Employee Resource Group (ERG), which is executing on its FY27 event schedule, featuring professional development workshops, networking circles, and career-focused "Empower Hour" discussions.

New Relic International Limited

Ireland Gender Pay Gap Report 2026: Metrics

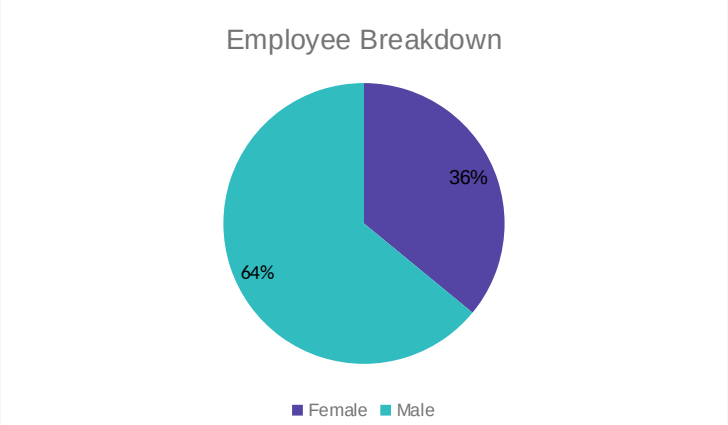
The Irish Gender Pay Gap Information Act 2021 requires organisations with 150 employees in 2024 (50 employees in 2025 and beyond) to collect payroll data and calculate a variety of metrics: (1) the percentage difference in mean and median hourly remuneration of male and female relevant employees, part-time employees, and those on temporary contracts; (2) the percent difference between the mean and median bonus remuneration of relevant male and female employees; (3) the proportion of male and female employees who were paid bonus remuneration; (4) the proportion of relevant male and female employees who received benefits-in-kind; and (5) the proportion of all relevant employees within four hourly remuneration quartile pay bands.

Workforce Summary

This report covers the following number of relevant employees in New Relic International Limited.

Employee count	Female	Male
114 employees	35.96%	64.04%

Chart



Hourly Gender Pay Gap and Pay Quartiles

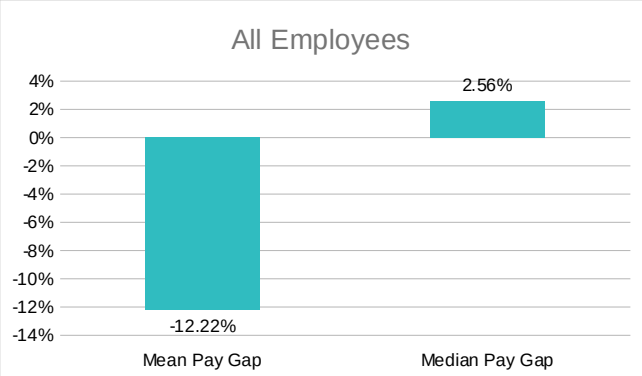
The hourly gender pay gap is not the same as equal pay for equal work analysis. The gender pay gap is the difference in men and women's compensation on an aggregate basis without adjusting for role, level, seniority or performance, or any other factors. The hourly gender pay gap numbers represent the difference between the mean and median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender. The mean pay gap compares the average pay between relevant employees, both men and women, across the legal entity. The median pay gap compares the earnings of the middle employee for one group (employees of the male gender) to the middle employee in another group (employees of the female gender). A positive percentage on the mean or median hourly gender pay gap shows that women have lower pay than men. A negative percentage shows that men have lower pay than women. A zero percentage shows that there is equal median or mean pay between men and women. The Irish Gender Pay Gap Information Act requires calculating the median and mean hourly gaps for all employees, and separately for part-time employees and temporary contract employees.

Mean and Median Hourly Gender Pay Gap

Employee Groups	Mean Pay Gap	Median Pay Gap
All employees	-12.22%	2.56%
Part-time employees	-	-
Temporary contract employees	-	-

Charts

	Mean Pay Gap	Median Pay Gap
All employees	-12.22%	2.56%
Part-time employees	-	-
Temporary contract employees	-	-

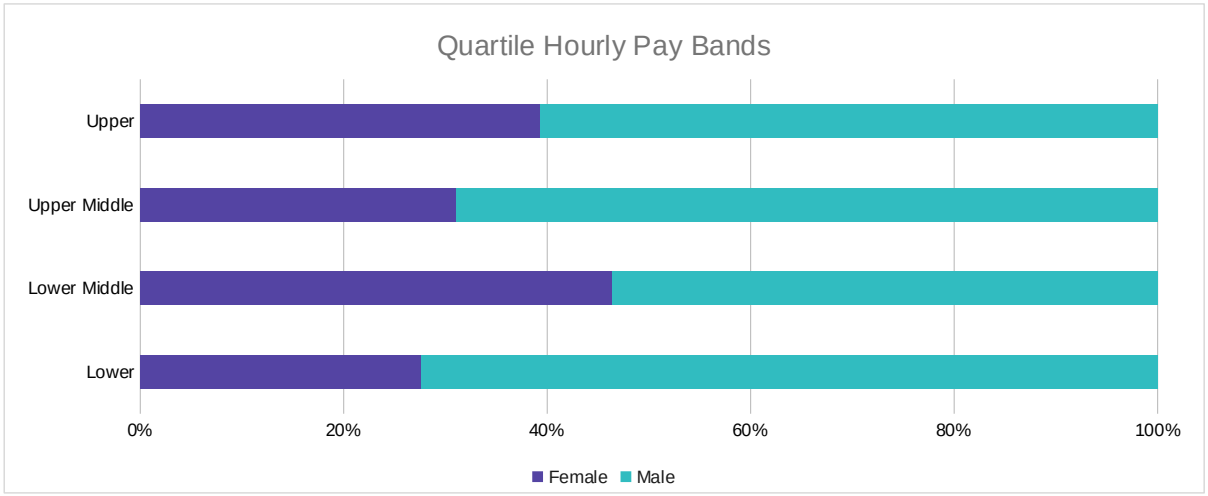


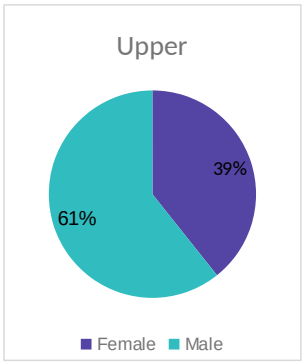
Hourly Pay Quartiles

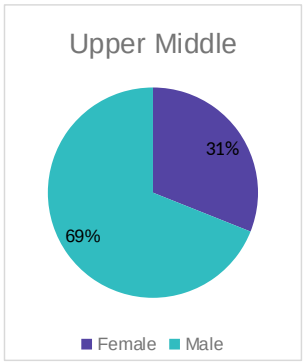
Pay quartiles show the percentage of all relevant employees of the male gender and female gender in four equal sized groups based on their hourly pay. Pay quartiles give an indication of women's representation at different levels of the organisation.

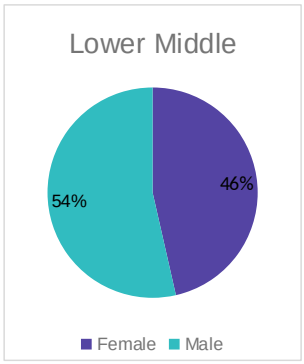
Quartile	Female	Male
Upper	39.29%	60.71%
Upper Middle	31.03%	68.97%
Lower Middle	46.43%	53.57%
Lower	27.59%	72.41%

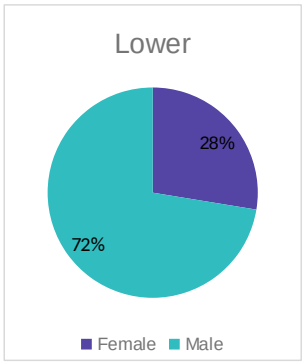
Charts











Bonus Gender Gap and Participation Gap

The mean and median gender bonus gap shows the difference between the bonus pay of relevant men and women. The mean pay gap compares the average bonus pay between relevant men and women across the legal entity. The median pay gap compares the earnings of the middle employee for one group (employees of the male gender) to the middle employee in another group (employees of the female gender). A positive percentage on the mean or median bonus gender pay gap shows that women have lower bonus pay than men. A negative percentage shows that men have lower bonus pay than women. A zero percentage shows that there is equal median or mean bonus pay between men and women. The Irish Gender Pay Gap Information Act requires calculating the median and mean bonus pay gaps only for relevant employees.

Employee Group	Mean Pay Gap	Median Pay Gap
All employees	30.03%	2.54%

Participation Gap

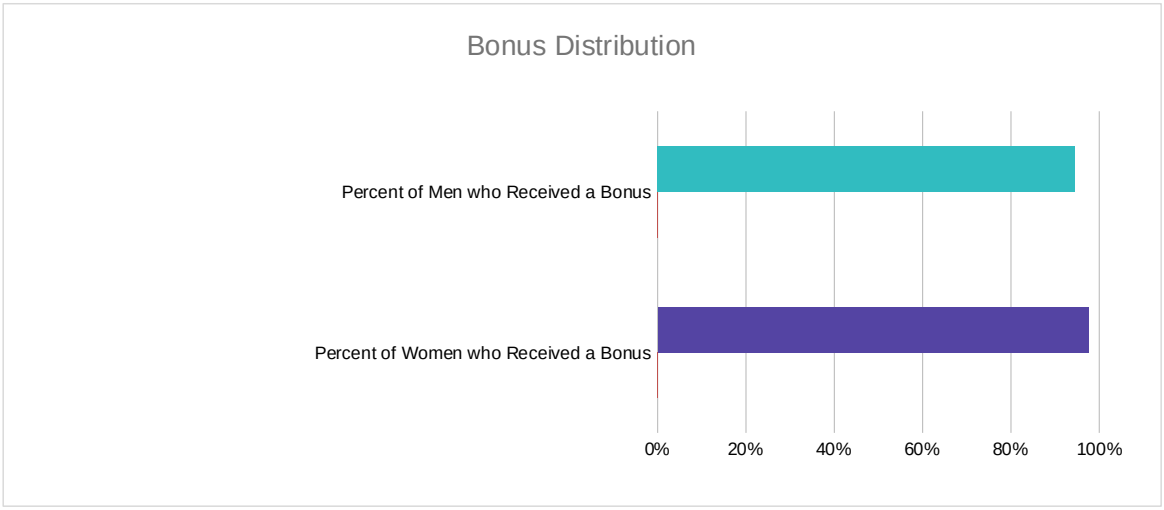
The percentage of men and women who received a bonus and who received benefit-in-kind in the relevant pay period.

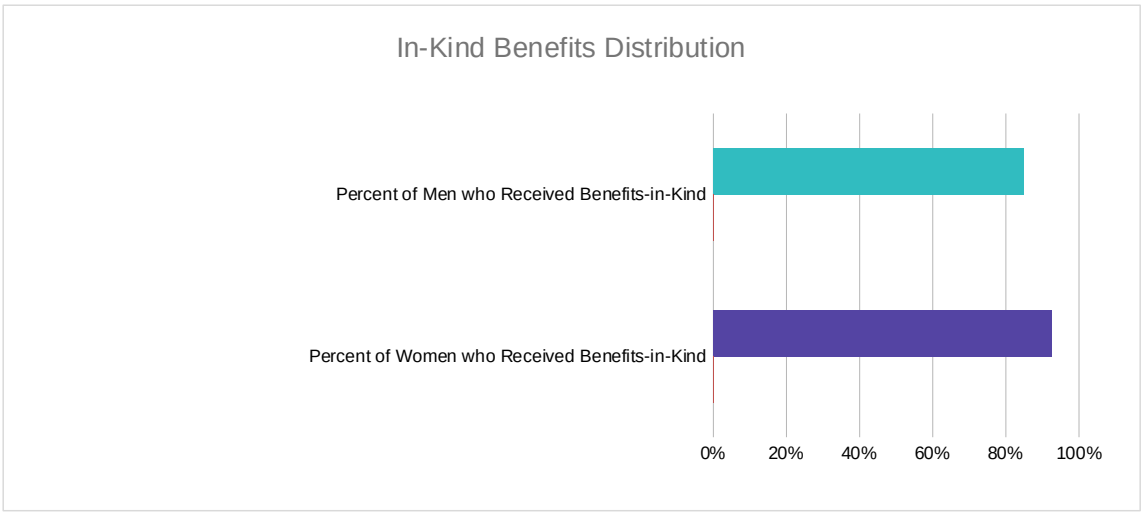
Compensation Element	%
Percent of Men who Received a Bonus	94.52%
Percent of Women who Received a Bonus	97.56%
Percent of Men who Received Benefits-in-Kind	84.93%
Percent of Women who Received Benefits-in-Kind	92.68%

Charts

Compensation Element

Percent of Men who Received a Bonus	**94.52%**
Percent of Women who Received a Bonus	**97.56%**
Percent of Men who Received Benefits-in-Kind	**84.93%**
Percent of Women who Received Benefits-in-Kind	**92.68%**


Bonus Distribution
Percent of Men who Received a Bonus
Percent of Women who Received a Bonus
0%
20%
40%
60%
80%
100%


In-Kind Benefits Distribution
Percent of Men who Received Benefits-in-Kind
Percent of Women who Received Benefits-in-Kind
0%
20%
40%
60%
80%
100%